



COMMANDING GENERAL'S EQUAL OPPORTUNITY POLICY STATEMENT

The Marine Corps prides itself on being a “special breed,” held to a higher ethical standard than other fighting organizations. Our core values of **honor, courage, and commitment** require that we treat others with dignity and respect in all actions and interactions daily. Equal

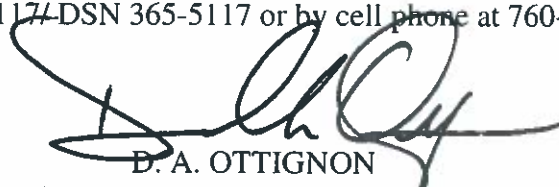
Opportunity — the foundation upon which we advance individuals based solely on merit, performance, and fitness — typifies these values. Equal Opportunity is not a new idea or concept, but rather a venerable belief and key factor contributing to the strength of our Corps.

Every Marine, Sailor, and Civilian **regardless of age, race, color, sex, religion, sexual orientation, or national origin** is entitled to work in an environment free from personal, social, or institutional barriers preventing them from reaching their greatest potential. Discrimination of any sort will not be tolerated; it is a detriment to the individual and organization alike, significantly impairing command effectiveness and eroding unit morale. I am totally committed to the fair and just treatment of all members of 1st Marine Logistics Group, and I depend on my leaders at every level to inculcate awareness and enforce standards of Equal Opportunity policy at their respective commands — this is a team effort.

It is paramount that all personnel understand how and when to contact the unit's Equal Opportunity Representative (EOR). Any individual believing he or she has been subject to discrimination has two methods of seeking redress: first, the Informal Resolution System (IRS), which should be exercised whenever possible to resolve issues quickly and fairly at the lowest level possible; alternatively, Request Mast may be utilized to file a formal complaint. Those who are found guilty of infractions, as well as those who knowingly make false allegations, will be subject to disciplinary actions.

Any individual filing a legitimate complaint will not be subject to any form of reprisal, as outlined in DoD Directive 7050.06, Military Whistleblower Protection. It is paramount that reports are made accurately and timely, enabling me and my staff to take necessary actions to address conditions negatively affecting troop welfare and mission accomplishment.

The 1st Marine Logistics Group Equal Opportunity Advisor is located in building 140127, and can be reached at 760-725-5117/DSN 365-5117 or by cell phone at 760-213-4522.



D. A. OTTIGNON
Brigadier General, U.S. Marine Corps

